

**CITY OF RUSHVILLE
BOARD OF PUBLIC WORKS AND SAFETY
APRIL 16, 2013
5:30 P.M.**

CALL TO ORDER: The Rushville City Board of Public Works and Safety met on the above date and time at 270 West 15th Street, Rushville, Indiana. Mayor Pavey called the meeting to order at 5:33 p.m.

ROLL CALL: Gary Cameron, Darrin McGowan, and Ron Jarman answered roll call. Member, Angie Barton was not present. Also present was City Attorney, Tracy Newhouse.

MINUTES: Minutes of the April 2, 2013 meeting were presented for approval. Darrin McGowan made a motion to approve the minutes as presented. Gary Cameron seconded the motion. Motion carried.

MAYOR'S REPORT: Mayor Pavey reported:

- 30 cadets from the Hoosier Youth Challenge were in town Saturday cleaning at Riverside Park and the former VFW site.
- The new streaming program is being beta tested tonight.
- The CSO steering committee meeting with IDEM has been changed to April 29th.
- Reminded everyone that the Mayor's Roundtable is April 25th and if you plan to attend you will need to RSVP with Carla.

CLERK-TREASURER'S REPORT: None.

DEPARTMENT HEAD REPORTS:

Police – Chief Tucker said Sunday morning an officer backed his police vehicle into a utility pole causing approximately \$1,000.00 worth of damage. A report has been submitted to the insurance. There is a \$500.00 deductible.

Fire – Chief Jenkins has scheduled a hearing for 351 N Arthur on May 7 at 5:00 p.m. He has spoken with an attorney and employees that are cleaning up the property. The shipping containers are gone. Some of the concrete barriers have been removed, but there are several still there.

Jenkins said Tower 1 is back in service.

CITIZEN CONCERNS None.

UNFINISHED BUSINESS:

1. **De-Annexation Lila Meyer** – Mayor Pavey recommended continuing the matter. They are still having conversations back and forth with the family, but have not come to an

agreement. McGowan made a motion to continue the matter. Cameron seconded the motion. Motion carried.

2. **I.P. Phone System** – Jarman said we have 3 quotes:

SWC = \$28,558.00

TCT Technologies = \$25,390

Nine Star = \$22,796.08

Nine Star will accept quarterly payments with no interest. The remaining 2 would require leases.

Pavey asked Jarman to have a recommendation for the May meeting.

3. **Blue Ribbon Estates Street Dedication** –We are waiting on action by the Area Plan Commission.

4. **Police Department Retention Program** – Chief Tucker passed out information that he prepared showing comparisons with surrounding departments. Tucker said that the retention of officers has been an issue for the past 10 years. Our attrition rate is twice that of the national average. It has cost the City approximately \$8,000.00 per year to replace officers. Therefore, over the past 10 years it is estimated that we have spent approximately \$80,000.00 replacing officers. Tucker said it seems that the Rushville Police Department is being used for a stepping stone. He said on the average officers are serving approximately 10 years with our department.

Tucker offered some possible measures to consider improving the retention in the Rushville Police Department:

- We need to lead by example
- Tighten up our recruitment process
- Expand our advertising during the hiring process
- Employee engagement – programs for employees
- Create voluntary physical fitness program
- Scholarship program
- Take home car policy use for work purposes only.
- Master officer program
- Fixed pay increase similar to specialty pay.

Tucker said today he would like to ask the Board to consider setting up a fitness program for the officers, establish criteria for an interdiction unit, implement a take home car policy for

those living within the County, and prepare a master officer program before the budget cycle begins.

Jarman said we also need to look at how many specialty pays per officer we are allowing.

Pavey recommended that we set up a committee in order to work out details of this plan. The committee would consist of 2 Board of Works members, 2 Council members and Chief Tucker. Cameron & Jarman volunteered to serve on the committee. Cameron suggested the committee discuss these items before the next meeting.

NEW BUSINESS:

1. Hire Summer Help for Street Department –

Street Commissioner Miller asked permission to hire Jake Hadix for summer help in the Street Department. Jarman made a motion to hire Hadix at \$8.50 per hour to begin April 22. Cameron seconded the motion. Motion carried.

Miller also asked to hire Landon Meckes to work sanitation. McGowan made a motion to hire Meckes at \$8.00 per hour to begin April 22nd until 1st of October. Cameron seconded the motion. Motion carried.

2. FLSA – Chief Jenkins explained the Fair Labor Standards Act as it pertains to the Rushville Fire Department. Jenkins said the employer has 3 obligations; that they must pay at least minimum wage, must pay overtime in excess of 40 hour, and that they can hire minor children in certain conditions.

The City of Rushville implemented the FLSA program in 1986.

Jenkins explained that each Firefighter receives 144 hours of overtime each year. They only receive time and ½ for hours worked over 212 hours in a 28 pay period. There are 3 distinct pay periods for Firefighters:

1. 216 hours = 4 hours overtime
2. 223 hours = 11 hours overtime
3. 233 hours = 21 hours overtime

Jenkins said that if the City had the choice to pay overtime or offer comp time. The City chose overtime in order to maintain a four man shift. Overtime is only paid for hours actually worked.

Pavey said he asked Jenkins to give this presentation to help understand the issue of

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overtime and how it is built in for the Firefighters. Pavey said the most economical way to go is with FLSA.

ADJOURN: There being no further business to come before the Board, McGowan made a motion to adjourn. Jarman seconded the motion. The meeting adjourned at 6:45 p.m.

MICHAEL P. PAVEY, MAYOR

GARY M. CAMERON, MEMBER

DARRIN L. MCGOWAN, MEMBER

ANGELA L. BARTON, MEMBER

RONALD J. JARMAN, MEMBER

ATTEST:

ANN L. COPLEY, CLERK-TREASURER